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ABSTRACT

The status of faculty women at the University of Denver is reviewed in relation to rank and salary. Inequities in the areas of work and salary based on sex are apparent. Statistical data indicate 7.9% of the professor rank, 14.4% of the associate professor, 17.9% at the assistant professor rank, and 74% of the instructor rank are women. Women constitute 24% of the total faculty and are grouped disproportionately at the lowest rank. Questionnaire data provided by 60% of the women faculty indicated salary inequities. Salary information at the University of Denver is not accessible to faculty associations, thus, it is suggested that the inequities are possibly more critical than indicated by questionnaire responses. (MJM)

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UNIVERSITY OF DENVER

COLORADO SEMINARY

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To Trustees -

At a meeting of the Executive Committee of the University of Denver Chapter of the American Association of University Professors (A.A.U.P.), on July 9, 1970, it was voted that the enclosed letter dealing with the discrimination against faculty women at the University of Denver, along with this personal letter, be sent to each trustee of the University of Denver.

The enclosure, dated April 6, 1970, was hand delivered to the Chancellor's office prior to his departure for Europe. Upon his return, the events of the strike and Woodstock occupied a considerable part of Spring quarter. Because of our desire, however, to meet with the Chancellor before the end of the quarter, we phoned his office on June 1, 1970, and were informed that he was away for a speech and that his mail answering was in arrears. We asked the secretary to convey our desire for an immediate response to our letter and for a meeting with the Chancellor. Another six weeks have gone by and we still have had no acknowledgement of our memorandum or response to it. Since the contents of this memorandum deal with one, of several, top priorities which A.A.U.P. Committees worked on for the 1969-1970 academic year, and since this is not the first time A.A.U.P. has given great time and effort to exploring this topic (for which no accurate data is available because of the secrecy surrounding the faculty salaries at the University) it is impossible for the Executive Committee to abandon or ignore the facts mentioned in this letter which was circulated to the membership during Spring quarter.

The Executive Committee considers a response to this important letter as the very minimum prerequisite for keeping the channels of communication and arbitration open between the faculty, the administration, and the trustees. Failing to achieve this, we feel that the infringement of the civil rights of some members of the faculty of the University would constitute cause for legal action. The Colorado Commission on the Status of Women has asked for a copy of this memorandum for their files.

HE 004 435

We will welcome an immediate reply to the enclosed letter from individual trustees or from the trustees meeting together.

Sincerely,

A.A.U.P. Executive Committee

by: Edith M. Sherman

Edith Sherman, President
University of Denver Chapter

Willard Leavel, Vice President
Terrance Tarr, Secretary

George Bardwell
Charles Carlson
Catherine Frazer
Carol Guardo
Clinton Kelley
Stuart James
Michael McGiffert
Francis Myers
George Shephard
Dorothea Spellman
James Walther

April 6, 1970

Chancellor Maurice B. Mitchell
University of Denver
Denver, Colorado 80210

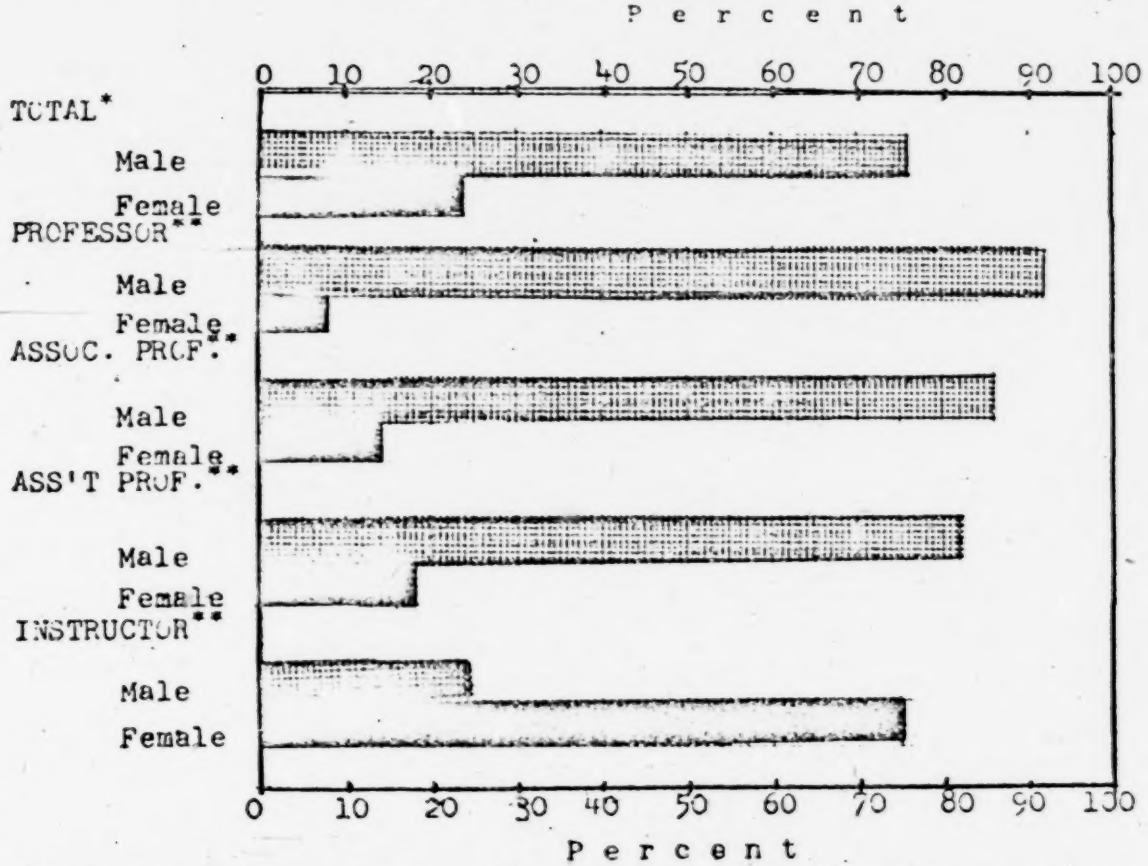
Dear Chancellor Mitchell:

We noticed with interest and pleasure your recent statement concerning the University of Denver policy as an Equal Opportunity Employer.

We are sure that you are aware of the complicated circumstances which you inherited as Chancellor from previous administrations concerning the status of women faculty at the University. The A.A.U.P. at University of Denver has for many years been concerned with this problem and has conducted research into the details surrounding it.

This year, based upon the official data which the University of Denver submitted to the American Association of University Professors, Report on Academic Salary Data and Compensation Indices for the Academic year 1969-70, the following picture emerges, when the women faculty are extracted from the totals.

FACULTY CLASSIFIED BY RANK AND SEX



*Total figures taken from AAUP reports--445 with 341 males and 104 females.

**Number for each rank taken from 1969-1970 Faculty Directory--444 with 350 males and 94 females.

As you will notice at the Professor rank 7.9% of the total are women; at the Associate Professor rank, 14.4% are women; at the Assistant Professor rank, 17.9% are women; and at the Instructor level, 74% are women. The A.A.U.P. is certainly concerned about the overall employment of women, who constitute only 24% of the total faculty and about the disproportionate grouping at the lowest rank.

As regards salaries, at present there is no way in which any faculty association can gain access to salary information at the University of Denver. The A.A.U.P., however, conducted a survey among their membership and subsequently at a Women's Faculty Forum (called by A.A.U.P.) in which on a purely voluntary basis, the following data emerged:

At Full Professor rank: Those women reporting are below the average for this rank, and a differential of $2,500 exists even among these women. In this rank, those women reporting had length of service over 25 years. All had advanced degrees.

At Associate Professor rank: All women of this rank were below the average reported on A.A.U.P. scale, with the highest paid woman reporting a salary $2,300 below this average. Among the women reporting, the differential among themselves was only $200. All had Ph.D.'s.

At Assistant Professor rank: The average for women reporting is $8,711, or approximately $2,118 below the general average for the rank. Length of service ranged from less than 5 years' experience to more than 25 years of experience. The Ph.D. is held by 40% of the women at the Assistant Professor rank and the rest hold an M.A. level degree. It is significant that one of the two highest paid women at this rank is teaching her first year, and that within that same department another woman with over 10 years' experience holds the same rank at a salary of $2,800 lower. Both hold a Ph.D. degree.

At Instructor rank: Most women reporting are below the general average at this rank, with a differential of from $350 to $1,500 below the average. Significantly, the only women reporting above average salaries have under 5 years' experience. Length of service in the rank varies from 1 to over 30 years. The average for women instructors is $8,215, which is very slightly above the general average for the rank. All women instructors reporting hold an M.A. level degree. Again, the highest salaries are in a field which provides additional employment opportunities outside the academic profession.

The salaries for women are most nearly equitable for newcomers or in fields where clear alternatives to academic employment exist. Only in such fields does length of service operate as an economic asset rather than a liability. The disproportionate grouping of women by instructor rank, especially when examined against the length of service, is alarming. The women at Associate Professor rank consistently show wide-spread salary inequities regardless of degrees, length of service, administrative responsibility or alternative employment possibilities.

From this preliminary data, it is suggested that the problem of inequities would be shown to be even more critical if complete data were to be available.

The Forum, mentioned above, which created considerable interest among women faculty members revealed a disturbing sense of disillusionment and demoralization as regards their collective situation and their hope of achieving genuine professional equality.

In view of what we believe to be a real change in the atmosphere and goals of the university under your leadership, we feel the time is appropriate for the administration and the faculty to review and remedy a truly untenable situation. It would be a rare opportunity for the University of Denver, under your guidance, to be the first university in the nation to take a forthright step to eliminate a policy of inequities based upon the accident of sex.

The committee would be most agreeable to calling, with your concurrence, a meeting of appropriate persons on the campus to try to achieve some immediate and concrete resolution of the existing problem.

The A.A.U.P. Executive Committee, in order to report to our membership early in May, feels that action on this matter is of critical priority and therefore we would urge a meeting in the early part of Spring quarter.

Sincerely,

A.A.U.P. Executive Committee

by: Edith Sherman

Edith Sherman, President
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OCT 18 1971

UNIVERSITY OF DENVER A.A.U.P. COMMITTEE "W"

REPORT ON THE STATUS OF WOMEN FACULTY MEMBERS

In the Fall of 1970, Committee "W" of the University of Denver A.A.U.P. Chapter was appointed to continue the investigation begun during the 1969-70 academic year on the status of women faculty. In light of the affirmative statement by the University of Denver administration on the Federal Civil Rights Equal Opportunities Employment Clause, it seemed appropriate to analyze the situation of employment of D.U. faculty women.

A questionnaire was drafted which requested women faculty members to respond to the following items:

a. present academic rank
b. status of tenure
c. highest degree, year obtained, where
d. how many years of teaching at D.U.
e. how many years of experience teaching totally
f. percentage of time spent in professional activities, i.e. teaching, publication, administrating, research, etc.
g. checking an appropriate category of a salary range for 9 months from a chart of $500 increments ranging from --- under $6999 to over $20,000
h. based on '71 - 72 appointment letter, was promotion, tenure, salary increment offered
i. status of salary increments for the past five years --- below average, average, or above average

In April, 1971 this questionnaire was presented to the University of Denver A.A.U.P. Board which authorized its distribution to all women faculty members on campus. The questionnaire was subsequently distributed via inner campus mail and 60% of the faculty women responded to the instrument.

Analysis of Results

Answers to several questions concerning the status of faculty women were sought from two sources of information -- the questionnaire data and that gleaned from public university sources (e.g., catalogues and directories). Since in the 1969-1970 A.A.U.P. survey of D.U. faculty women, women were found to be disproportionately distributed at the lower ranks, a comparison of the highest academic degrees obtained by those holding faculty rank was made as a function of college or school, rank and sex, in order to ascertain whether such a distribution might be attributable to differences in background training.

The results are presented in Table Ia where figures in parentheses are for women and the other figures for men. Inspection of these data does not indicate any systematic variation by sex; rather, the highest degree obtained varies primarily as a function of college or school with the Colleges of Arts and Sciences and Business Administration having the highest proportion of doctorates. A further breakdown of the data was done for the College of Arts and Sciences since this was the only college or school having a sufficiently large number of female faculty to make the analysis feasible. It was found (see Table Ib) that there is a direct relationship between highest academic degree obtained and academic rank regardless of sex, i.e., most professors and associate professors hold doctorates and most instructors hold master's degrees. Thus, it would seem that generally both men and women hold ranks commensurate with their academic preparation.

Prior to the analyses of the questionnaire data, an attempt was made to assess the sample of respondents for any obvious bias. A total of 82 faculty women (those holding faculty rank and devoting a majority of their professional time to faculty functions) were identified primarily from staff directories

Table Ia

HIGHEST DEGREE ATTAINED BY DU FACULTY
FOR MEN AND WOMEN

SCHOOL OR COLLEGE	SOCIAL WORK			LIBRARIANSHIP			BUSINESS ADMINISTRATION		
DEGREE	TOTAL	DOCTORATE	MASTERS	TOTAL	DOCTORATE	MASTERS	TOTAL	DOCTORATE	MASTERS
TOTAL OF PROFESSORIAL RANK	24 (12)	7 (2)	17 (10)	11 (5)	6 (4)	5 (1)	57 (5)	39 (2)	18_1 (3)
TOTAL FACULTY	41 (27)	7 (2)	34 (25)	14 (7)	6 (4)	9 (3)	60 (6)	39 (2)	21_1 (4)

SCHOOL OR COLLEGE		LIBRARIES			ARTS AND SCIENCES				
DEGREE	TOTAL	DOCTORATE	MASTERS	UNKNOWN	TOTAL	DOCTORATE	MASTERS	BACHELORS	UNKNOWN
TOTAL OF PROFESSORIAL RANK	12 (5)	2 (0)	8_2 (5)	2 (0)	252 (29)	161 (21)	55 (8)	7 (0)	29 (0)
TOTAL FACULTY	22 (15)	2 (0)	15_2 (12)	6 (3)	307 (58)	164 (24)	81 (25)	11 (2)	51 (8)

Table Ib

BREAKDOWN BY RANK OF THE COLLEGE OF ARTS AND SCIENCES FOR MEN AND WOMEN

DEGREE	TOTAL	DOCTORATE	MASTERS	BACHELORS	UNKNOWN	%DOCTORATE	%MASTERS	% BACHELORS
PROFESSOR	72 (2)	63 (2)	4 (0)	0 (0)	6 (0)	94 (100)	6 (0)	----------
ASSOCIATE PROFESSOR	80 (14)	64 (12)	9 (2)	0 (0)	7 (0)	89 (86)	11 (14)	----------
ASSISTANT PROFESSOR	99 (13)	34 (7)	42 (6)	7 (0)	16 (0)	50 (54)	43 (46)	----------
INSTRUCTOR	55 (29)	3_4 (3)	26 (16)	4 (2)	22 (8)	5 (11)	88 (82)	----------

1 These figures contain one individual holding a bachelor's degree

2 These figures contain two individuals (both women) holding a bachelor's degree. One of these has the rank of instructor

3 In computing these percentages, it has been assumed that all the 'unknowns' of professorial rank hold the doctorate, while all those at the rank of instructor hold a master's degree. The percentages given for the female faculty should be cautiously interpreted because of the small numbers involved.

4 Each of the instructors holding the doctorate is, in one sense or another, a special case.

and information provided by Vice Chancellor Miller's office. Of these 82, 43 (53%) returned questionnaires. By rank, the respondents are distributed as shown in Table 2. Since a majority of the female faculty at each rank

Table 2

Female Faculty Distributed by Rank

Rank	Total Female Faculty	Total Returns	% Returns
Professor	11	6	55
Associate Professor	21	12	57
Assistant Professor	18	11	61
Instructor	32	14	44

above instructor responded and since the "instructor" designation is clouded by inconsistency in its usage across colleges and schools, subsequent analyses were done for the 50 women holding professorial rank. Of these, 29 of 58% completed the questionnaire. This group of respondents included women in each of the colleges and schools which have women faculty members; in addition, several divisions of the College of Business Administration and almost all the departments in the College of Arts and Sciences having female faculty were represented. Thus, no obvious bias in the sample of returns can be identified.

A review of the data on tenure yielded the following information. Of those women reporting, 17 held tenure, 3 had been granted tenure for the following year, and 9 did not have tenure. Of these 9 without tenure, 8 had been at D.U. for less than five years. Thus, women reporting with a service record of sufficient duration (and presumed merit) have tenured positions. These data would fail to confirm any hypothesis that faculty women with long records of service were non-tenured. Data on promotions could not be evaluated for lack of comparison data.

Salaries were reported within $500 ranges and compared against the salaries reported for the 1970-1971 year by the University to the National A.A.U.P. Due

to the small number of respondents and in order to preserve the anonymity of all respondents, salaries were analyzed on a quartile basis. Quartiles were defined for each rank from the data in the A.A.U.P. report; the reported salaries were then distributed within this structure with the results as shown in Table 3.

Table 3

29 Female Salaries Distributed by Quartiles

School	Librarianship	GSSW	BA & A&S
1st Quartile	2	0	1
2nd Quartile	0	3	1
3rd Quartile	1	3	3
4th Quartile	0	1	14

Although the numbers reported are too small to be more than suggestive, it is apparent that women in the College of Arts and Sciences, particularly, are disproportionately grouped in the lowest salary quartile. It should be noted that the 14 in this group include 9 faculty members holding doctorates, representatives of 12 different departments or divisions and representatives of all professorial ranks. Whether this situation is peculiar to women or to all faculty in the college cannot be answered by these data. The only conclusion which can be drawn is that women fare poorest with respect to salary (as opposed to tenure and promotion) when they are members of the faculty of the College of Arts and Sciences.

As an outgrowth of this study, Committee "W" of the D.U. chapter of A.A.U.P. will request, with the endorsement of its executive board, information from the University which will show if this discrimination in salary is specific to women or a discrimination as a function of college.

Report prepared by: Edith King (Education)
Elizabeth Tuttle (Physics)
Carol Guardo (Psychology)